

ANNUAL REPORT

2025



College of
Dental
Technologists
of Alberta



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About the College

Our Mission

The College of Dental Technologists of Alberta (CDTA) is responsible for the protection of the public and will provide leadership and guidance to its members.

Our Values

Accountability: The CDTA values individual and organizational accountability by accepting responsibility for our decisions and actions.

Collaboration: The CDTA engages meaningfully, respectfully, and proactively with the public, regulated members, government, volunteers, and all stakeholders.

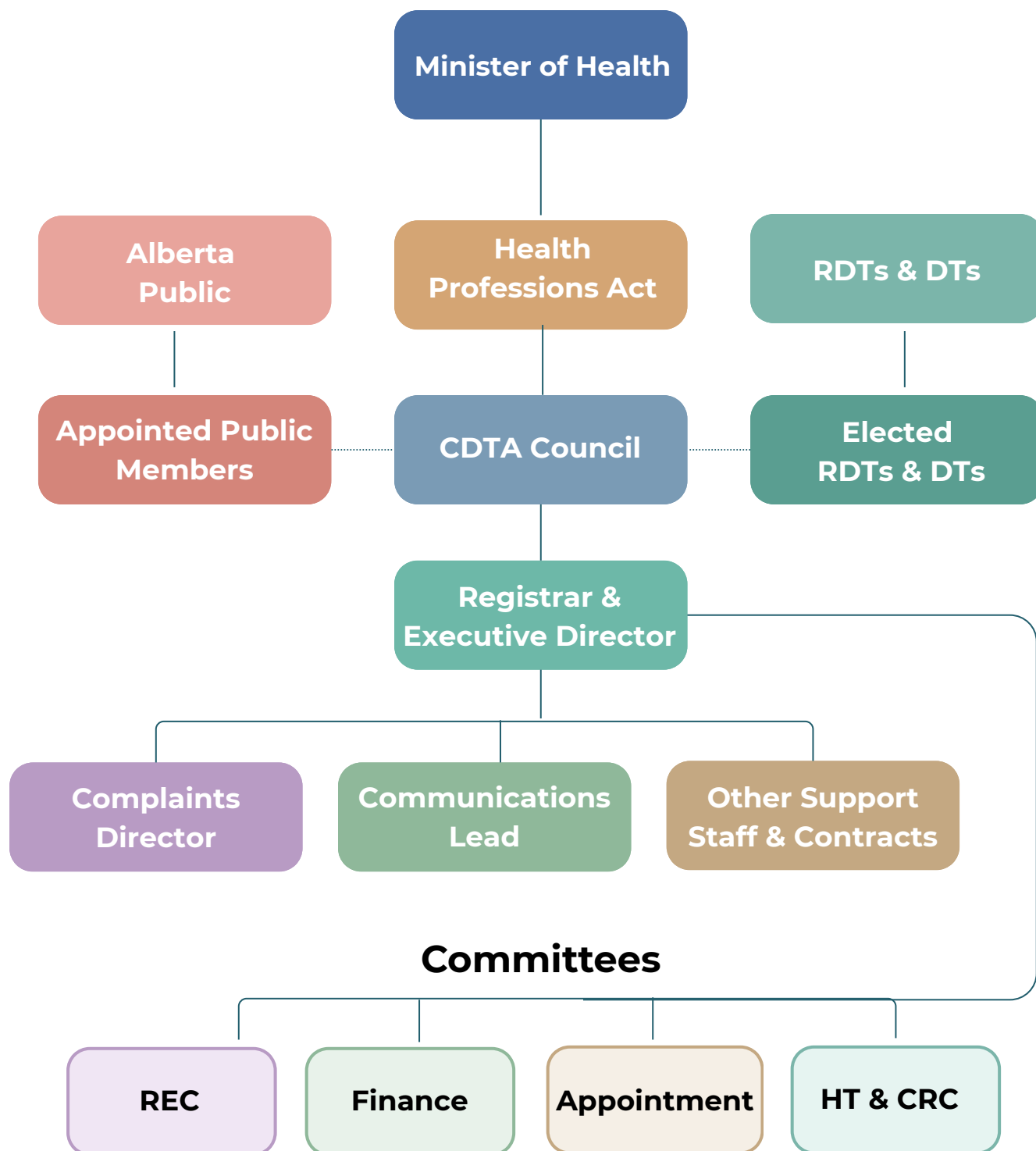
Equity: The CDTA recognizes the importance of diversity in backgrounds, experiences, voices, and perspectives. It actively champions equity and inclusion through its policies, practices, and requirements.

Fairness: The CDTA is committed to ensuring procedural fairness in its policies, processes, and practices.

Transparency: The CDTA works to ensure that processes, decisions, and requirements are easily understandable, clear, and accessible to affected parties and to all stakeholders.



Organizational Structure





Legislative Framework

The Profession of Dental Technology has been regulated under the Health Professions Act, RSA 2000 cH-7 (HPA) and Dental Technologists Profession Regulation since 2004.

The practice of Dental Technology is set out in the HPA Schedule 6, Section 3: In their practice, dental technologists do one or more of the following:



- (a) fabricate, duplicate, alter and repair prosthetic and orthodontic devices,
- (b) fit those devices when the fitting is incidental to the fabrication, duplication, alteration, or repair (b.1) teach, manage and conduct research in the science, techniques and practice of dental technology, and
- (c) provide restricted activities as authorized by the regulations.

The CDTA's mandate is to protect and serve the public interest through leadership and setting quality standards through self-regulation for Registered Dental Technologists (RDTs) and Registered Dental Technicians (DTs) in Alberta.

The CDTA fulfills its mandate to protect and serve the public in various ways. For example, it ensures that individuals seeking registration to practice Dental Technology in Alberta meet specific education, qualifications, and entry-to-practice competence requirements. The CDTA also sets Standards of Practice and Guidelines for conduct and practice, ensuring the continuing competency of all RDTs and DTs.



About the Profession

Dental Technology is the art and science of fabricating, duplicating, altering and repairing dental prosthetics and appliances. Dental Technologists (RDTs) and Dental Technicians (DTs) work closely with Dentists, Denturists and other regulated health professionals to ensure each appliance or device is customized to meet a patient's individual needs. RDTs and DTs use their professional judgment and expertise to interpret and design prosthetic and orthodontic devices. Dentists, denturists, and other regulated health professionals rely on RDTs and DTs to fill dental prescriptions.

Generally, Dental Technology is recognized as a supportive health care profession. The services provided by Dental Technologists and Dental Technicians enable other regulated health professionals to deliver their services directly to the public. It is important to note that RDTs and DTs typically do not interact directly with patients.

There are instances in which RDTs and DTs may interact directly with patients, but this is permitted only with special authorization from the College. These

are restricted activities specifically authorized to the profession under the Health Professions Restricted Activity Regulation (HPRAR).

Members of the College of Dental Technologists of Alberta provide quality services to Dentists, Denturists, and other regulated health professionals, ensuring patient safety in a safe, ethical, and professional manner.

Dental Technologists and Dental Technicians In Alberta

In Alberta, the titles "Dental Technologist" and "Dental Technician" both refer to regulated health professionals in the field of Dental Technology, and both are regulated members of the CDTA. While these titles share similarities and some overlap in their roles, there are important distinctions in their scopes of practice.

Both Dental Technologists (RDTs) and Dental Technicians (DTs) are essential members of the oral healthcare team, working to create high-quality, customized dental prosthetics and appliances that support patient care. It is important for both regulated members and employers to understand the distinctions between the roles of Dental Technologists and Dental Technicians.



About the Profession

Registered Dental Technologists

Dental Technologists (RDTs) are authorized to practice in all four areas of dental technology: removable full prostheses, removable partial prostheses, fixed partial prostheses, and orthodontic and periodontal appliances. Their comprehensive scope allows them to perform a full range of technical procedures and engage in broader roles such as teaching, research, and management. RDTs are assessed at entry-to-practice for competence in all disciplines at entry-to-practice and are therefore able to practice all disciplines of dental technology.

Registered Dental Technicians

Dental Technicians (DTs) have a more limited scope of practice and are authorized to work in one to three of the four dental technology disciplines based on their education, experience, and expertise. While they perform many of the same technical functions as RDTs (such as fabricating, repairing, and altering dental appliances and devices) they are restricted to their authorized disciplines of practice, as assessed at entry to practice.

Practice Environments for Dental Technologists and Dental Technicians

Dental Technologists and Dental Technicians work in a variety of practice environments. These health professionals often practice in dental laboratories, dental or denturist clinics. They collaborate closely with dentists, denturists and other health professionals to design and fabricate crowns, bridges, dentures, and orthodontic devices. They may also work in hospitals, other health care facilities, and educational institutions.

Regardless of the setting, precision, attention to detail, and adherence to strict health and safety standards, are essential in their daily tasks.





Council's Role

The College is responsible for ensuring that Registered Dental Technologists and Registered Dental Technicians practice the profession of Dental Technology competently and ethically.

The College is governed by a Council composed of four (4) regulated members elected by the regulated members of the College and five (5) public members appointed by the government.

The Council structure is determined by the bylaws, which reflect the Health Professions Act and the Dental Technologists Profession Regulation.

The Council governs in accordance with the Act, the Regulation, and the bylaws, while adhering to regulatory and governance policies and procedures.

The Council focuses on organizational oversight rather than on the operational or day-to-day management of the College. Council's focus is the strategic direction of the College. Council governs the College in the public interest, on behalf of its regulated members.

The Council sets the College's strategic direction and develops the policies and standards to ensure the College is meeting its mandate to protect and act in the best interest of the public.



2025 Council Members

Elected Regulated Members

Gary Wakelam, RDT, Chair

Youssef Sleiman, RDT, Vice Chair

Jan. 01, 2025 to Nov. 22, 2025

Grant Maier, RDT, Vice-Chair

Nov. 22, 2025 - December 31, 2025

Pam Rehm, RDT



Appointed Public Members

Douglas Cooper

Gary Lock

Dr. Catherine Mardon

Brittany Stahl, Finance Committee Chair

Vacant



Committees

Registration, Education and Competence

The Registration, Education and Competence Committee supports the College's role under the Health Professions Act. The committee has the authority to decide on registration applications. It reports to Council and makes recommendations on other registration, education and continuing competence issues. This includes the College's registration, entry-to-practice assessment (examination) and continuing competence policies.

Finance

The Finance Committee helps manage the College's budget, fees, expenditures and financial policies. The committee reports to and makes recommendations to Council, but does not have the authority to make decisions. The Council sets the College's budget, fees, expenditures and financial policies.

Appointment

The Appointment Committee is a governance committee that facilitates the selection and appointment of regulated members to the CDTA Council. The Committee reports to and provides recommendations to the Council.

Hearing Tribunal and Complaint Review

As part of its responsibilities under the Health Professions Act (HPA), the College maintains a roster of regulated members to serve on Complaint Review Committees (CRC) and Hearing Tribunals (HT). These committees and tribunals play a critical role in supporting the College's obligations related to professional conduct matters, ensuring that Dental Technologists and Dental Technicians are held to the highest standards of practice. The CRC and HT have the authority to make decisions as outlined in the HPA.



Public Members' Message

Introduction

The College of Dental Technologists of Alberta (CDTA) is a self-regulating profession pursuant to the Health Professions Act of Alberta (HPA). The HPA requires that the CDTA Council be comprised of elected members from within their profession, as well as a minimum of 50% of public members appointed by the government. The CDTA Council governs the College in the public interest, on behalf of its regulated members.

There are currently four public members: Douglas Cooper was appointed October, 2014; Dr. Catherine Mardon was appointed March, 2018; Brittany Stahl was appointed April, 2021; and Gary Lock was appointed April, 2022.

Currently, the bylaws define the Council's composition as 4 regulated members and 5 public members. Presently, the Government has appointed only 4 public members to the CDTA Council, leaving one public member position vacant. Brittany Stahl is also Chair of the Finance Committee.

In 2025, there were six Council meetings in total, including one Council Education Day that included a conference and a meeting where Council received a presentation on the communication program review and development by an external consultant.

The Council participated in "Governance for Tomorrow", a conference designed by the CDTA, Alberta College of Dental Hygienists, College of Alberta Denturists, and College of Alberta Dental Assistants in November 2025. The public members found the presentations to be well-chosen and an effective use of training time and collaboration amongst other oral health regulator colleges.

From the perspective of the four public members, we are confident that we have met our mandate. In addition, the CDTA has acted in the most appropriate fashion, and the public's best interest has been taken care of, under the direction of CDTA Registrar & Executive Director, Tara Tremblay and Chair, Gary Wakelam.



Public Members' Message

Highlights of 2025 Decisions

- Council accepted a proposal in response to the RFP for the Communication Plan Review and Development.
- Approved the allocation of one (1) Continuing Education (CE) credit per registrant who participates in an interview or focus group (conducted by Onlea as part of the communication plan review).
- Approved substantial equivalence self-assessment documents as presented by the Registration, Education and Competence Committee.
- Approved member appointments to the roster of the CDTA Hearing Tribunal and Complaint Review Committee.
- Approved the appointment of Pam Rehm to the CDTA Council for a 1-year term to fill a Council vacancy.
- Approved the appointment of a regulated member to the Finance Committee.
- Approved the presentation and succession plan prepared and presented by an external HR consultant.
- Approved an RFP for a Single-Discipline PBA Development.
- Amended CDTA's HR policies to ensure alignment with AB Labour Standards legislation.
- Council continued the process of reviewing and approving the 2024-2027 Business Plan and Strategic Plan.
- Approval of Audited Financials. Review and approval of the next fiscal period. Council is confident of the financial standing. The late fee structure was reduced by 50% from \$400 to \$200.
- An external consultant's presentation and final report on the review of CDTA's governance and board evaluation processes was reviewed and recommendations were accepted. They are to be implemented in alignment with CDTA's Strategic Plan.
- Council reviewed and approved a response letter to the Minister of Health regarding the recommendations of appointments of a regulated member under the Health Professions Act as a Public Member to Council.

It is likely the Council will receive a new public member in 2026 to align Council's composition with regulation and bylaws.

Respectfully submitted to Council,

Douglas Cooper
Catherine Mardon
Brittany Stahl
Gary Lock



Message from Leadership

In 2025, the College actively advanced its strategic priorities within the clear framework of the 2024–2027 Strategic Plan. Throughout the year, Council completed a project to enhance the CDTA’s governance framework and ensure it remains aligned with the College’s evolving needs.

Council also successfully completed a comprehensive review and development of the communications program, significantly enhancing the effectiveness and efficiency of engagement with members and stakeholders.

The College achieved a significant milestone through the critical engagement of our registrants, whose active participation across Council, committees, and regulatory consultations was instrumental in strengthening the CDTA’s regulatory work throughout the year.

By maintaining a clear separation between strategic oversight and operational management, the Council focused strictly on fulfilling its public protection mandate while ensuring its functions remained distinct from those of a professional association.

Throughout 2025, the public members of Council continued to play an essential role in upholding the integrity of professional self-regulation at the CDTA.

Within the Council, the participation of public members serves as a critical safeguard in governance, bridging the gap between professional oversight and public accountability.

By introducing objective, independent viewpoints entirely free from professional interest, these members ensure that the Council’s discussions remain grounded in impartiality and transparency. Their contributions provide a vital public lens that directly shapes decision making and policy, keeps public protection at the forefront of all strategic choices, and reinforces public trust in the College’s ability to govern effectively.

2025 also marked a significant period for the publication of critical guidance documents to help members navigate shifting industry expectations. Notably, the CDTA addressed rapid technological advancements by publishing guidance on the use of artificial intelligence (AI) in the oral healthcare setting.



Message from Leadership

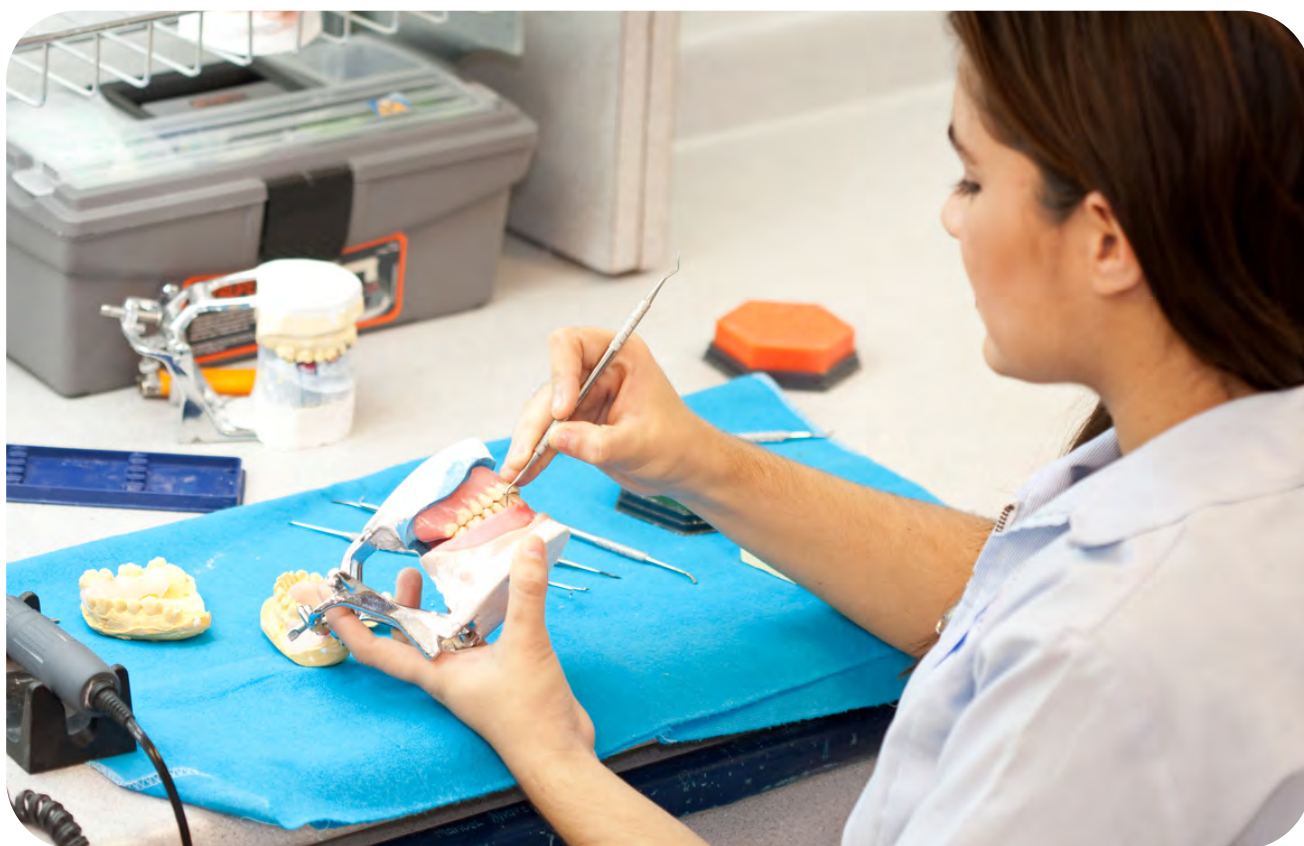
These resources were developed in close collaboration with our regulatory partners, reflecting the CDTA's commitment to building strong relationships within Alberta's oral health and broader health regulatory communities to enhance consistency and strengthen public protection.

The CDTA acknowledges the ongoing dedication of its members to delivering high-quality dental technology services to Albertans throughout 2025.

We extend our sincere appreciation to the members, staff, Council, committee members, and volunteers whose vital efforts supported the College's mandate and served the public interest.

Gary Wakelam, RDT
Council Chair

Tara Tremblay
Registrar/Executive Director





Governance

Bylaws

Effective November 22, 2025, Council approved amendments to the bylaws to enhance regulatory clarity and governance. These updates include:

- **Title Alignment:** Updating the term in the bylaws and other college documents from "regulated member" to "registrant" in the bylaws and other college documents to better clarify the CDTA's regulatory role.
- **Governance Restructuring:** Transitioning from an election-based system to a merit-based appointment process for Council members. This process is supported by a newly established appointment committee and updated governance policies.

Standards of Practice

Under the Health Professions Act (HPA), the Council remains dedicated to governing the profession in the public interest by developing and enforcing the Standards of Practice and Code of Ethics. This framework ensures the competency, safety, and ethical standards of Registered Dental Technologists and Registered Dental Technicians.

The status of the proposed Standards of Practice submitted to the Minister for review in the fall of 2023 remains unchanged. The 16 standards awaiting final approval are:

- | | |
|---|---|
| • Accountability | • Mandatory Duty to Self-Report |
| • Advertising | • Professionalism and Professional Boundaries |
| • Communication | • Patient-Centred Practice |
| • Conflict of Interest | • Protecting Patients from Sexual Abuse and Sexual Misconduct |
| • Delegation and Supervision | • Safety and Infection Prevention and Control |
| • Documentation and Protection of Privacy | • Scope of Practice |
| • Informed Consent | • Use of Protected Titles |
| • Maintenance of Fitness to Practice | |
| • Mandatory Duty to Report a Colleague | |



Governance

Progress and Current Status

To fulfill its legislated mandate of public protection, the CDTA previously engaged registrants in developing these new Standards of Practice through targeted surveys and feedback opportunities.

Implementation remains on hold as the CDTA continues to await the required consultation feedback from the Government of Alberta under Section 133 of the Health Professions Act. Completing this consultation is essential before the CDTA can fully implement these updated standards to better reflect current practice and uphold safe, competent, and ethical practice across Alberta.

Strategic Plan

The 2024–2027 College of Dental Technologists of Alberta (CDTA) Strategic Plan continues to serve as our cornerstone framework, providing definitive guidance for both Council and staff. Developed in strict alignment with our regulatory mandate and governing policies, the plan guides the implementation of the CDTA's core objectives through three strategic priorities:

1. Strengthen the sustainability and effectiveness of operations and governance.
2. Improve communication and stakeholder engagement.
3. Foster and broaden collaborative relationships with other health regulators.

To advance these priorities, Council previously initiated two key projects supported by external consulting expertise to strengthen governance and enhance communications. Significant progress has been made on both strategic initiatives over the past year, as detailed below.

Governance Review and Board Evaluation: Implementation and Outcomes

To advance our strategic priorities of operational sustainability and enhanced governance, the CDTA has successfully implemented a comprehensive Governance Evaluation Framework. Grounded in a pan-Canadian review of regulatory best practices and stakeholder feedback, this framework establishes a structured approach to continuous organizational improvement.



Governance

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Governance and Board Evaluation: Implementation and Outcomes

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Core Components of the Framework

The framework introduces multi-layered accountability mechanisms across all levels of leadership:

- **Council Assessments:** Annual, anonymized evaluations measuring alignment with regulatory responsibilities, leadership quality, and strategic fulfillment.
- **Meeting Assessments:** Routine evaluations conducted at the conclusion of meetings to measure agenda clarity, decision making efficiency, time management, and the quality of the information, reports, and other resources provided to Council to support informed decision-making.
- **Leadership Assessments:** Targeted annual evaluations focused on individual Council members and Chair-specific performance.



Governance

Key Benefits and Strategic Outcomes

The formal adoption of this framework ensures the CDTA operates with maximum transparency and regulatory effectiveness through:

- **Strengthened Board Effectiveness:** Provides Council with data-driven insights to evaluate leadership performance, identify operational gaps, and remain focused on key regulatory oversight.
- **Real-Time Staff Feedback Loops:** Meeting evaluations assess operational inputs, including the quality, timeliness, and clarity of reports, information, and resources provided to Council. This creates an immediate feedback and improvement mechanism that extends directly to staff, optimizing the support structure for governance decisions.
- **Agile Culture of Continuous Improvement:** Enables real-time feedback loops so leadership can agilely adjust practices to enhance both short-term efficiency and long-term effectiveness. Meeting evaluations and feedback loops lead to concrete actions and improvement plans, with follow-up measures to track progress and ensure that recommendations are implemented.
- **Public Interest Alignment:** Safeguards our core mandate by ensuring that governance practices continually evolve to protect and serve the public interest.
- **Accountability and Transparency:** Instills a rigorous culture of evaluation that reinforces our mandate, public trust, credibility, and regulatory integrity.

Guiding Principles of the Implemented Framework

The framework operates under these core pillars to ensure long-term viability:

- | | |
|------------------------------|--------------------------|
| 1. Purposeful and Meaningful | 3. Agile |
| 2. Integrated | 4. Timely and Actionable |
| 3. Accountable | 5. Transparent |



Governance

Communications Program Review and Development

To advance the CDTA's strategic priority of improving communications and stakeholder engagement, the College partnered with external consultants, Onlea, from spring through winter of 2025. This collaborative initiative focused on conducting a comprehensive review of the CDTA's communication program and to build a new communications plan that emphasized clarity and collaboration with registrants.

Project Outcomes and Actions Taken

The resulting data-driven communications report establishes a clear, intentional path forward for the College. The CDTA is utilizing these insights to directly shape how it fulfills its regulatory mandate, updating its information delivery systems to proactively address common inquiries and resolve historical areas of confusion. Key outcomes from this project include:

- **Strategic Engagement:** Captured essential input from members regarding their experiences, challenges, and expectations to build a collaborative, forward-facing regulatory environment.
- **Targeted Clarification:** Developed a clear roadmap to directly address common inquiries, resolve historical areas of confusion, and streamline interactions between stakeholders and the College.
- **Informed Public Policy:** Utilized stakeholder insights to directly shape how the CDTA fulfills its regulatory mandate, communicates ongoing changes, and engages with the broader community.

Key Outcomes and Next Steps

- **Strengthening Regulatory Oversight:** By transforming this feedback into an achievable plan, the CDTA is streamlining stakeholder interactions and providing greater operational transparency around its processes, roles, and responsibilities.
- **Public Protection and Compliance:** The CDTA is actively utilizing these insights to directly support members in meeting their professional responsibilities, ultimately ensuring the safe, competent, and ethical regulation of the profession in the public interest.



Practice Permit Registration and Renewal

A Dental Technologist and Dental Technician is a regulated oral health care professional who is knowledgeable and skilled in the fabrication, duplication, alteration, or repair of dental prosthetics and orthodontic devices which are prescribed by a Dentist, Denturist or other regulated health care professional. All Dental Technologists and Dental Technicians must be registered with the College of Dental Technologists of Alberta (CDTA) and must work within their designated scope of practice under the Health Professions Act (HPA), Dental Technologists Profession Regulation (DTPA) and Health Professions Restricted Activity Regulation (HPRAR).

Applications For Registration

The CDTA ensures that only qualified Dental Technologists and Dental Technicians are registered and meet the requirements to provide safe and effective professional services.

Candidates applying for registration must fulfill the requirements, as indicated in the HPA and DTPR,

to proceed with an application for registration with the CDTA.

Entry-to-Practice Assessments

In 2020, the CDTA's Council approved the Canadian Alliance of Dental Technology Regulators (CADTR) Competency Assessment, the Dental Technology Entry-to-Practice Assessment (DTETPA), which consists of the Knowledge-Based Assessment (KBA) and Performance-Based Assessment (PBA). The DTETPA replaces the College's practical examinations. New applicants are required to successfully complete the DTETPA. Applicants under the Agreement on Internal Trade are exempt from the DTETPA.

Labour Mobility

In 2025, the CDTA received one application under the labour mobility route.

Application Reviews

The council received no requests for application review in 2025.



Practice Permit Registration and Renewal

Approved Programs

The Northern Alberta Institute of Technology (NAIT) delivers Alberta's only approved Dental Technology program, playing a vital role in advancing the profession and safeguarding public health. By educating future Registered Dental Technologists (RDTs), NAIT supports the ongoing development of high standards in dental care throughout the province.

Graduates of the NAIT Dental Technology program must successfully complete the Dental Technology Entry-to-Practice Assessment (DTETPA) to be eligible for independent practice in Alberta. This requirement ensures that new practitioners are well prepared to deliver safe, competent, and ethical care to Albertans.

During their time in the program, students are encouraged to engage with the professional community by becoming voluntary, non-regulated, educational student members of the College of Dental Technologists of Alberta (CDTA). This fosters early professional engagement and awareness of regulatory responsibilities.

The CDTA further supports this collaboration by contributing to NAIT's Interprofessional Dental Education (IPDE) course and participating in the NAIT Dental Technology Program Advisory Committee. These contributions help ensure the program remains aligned with the evolving needs of the profession and the public it serves.

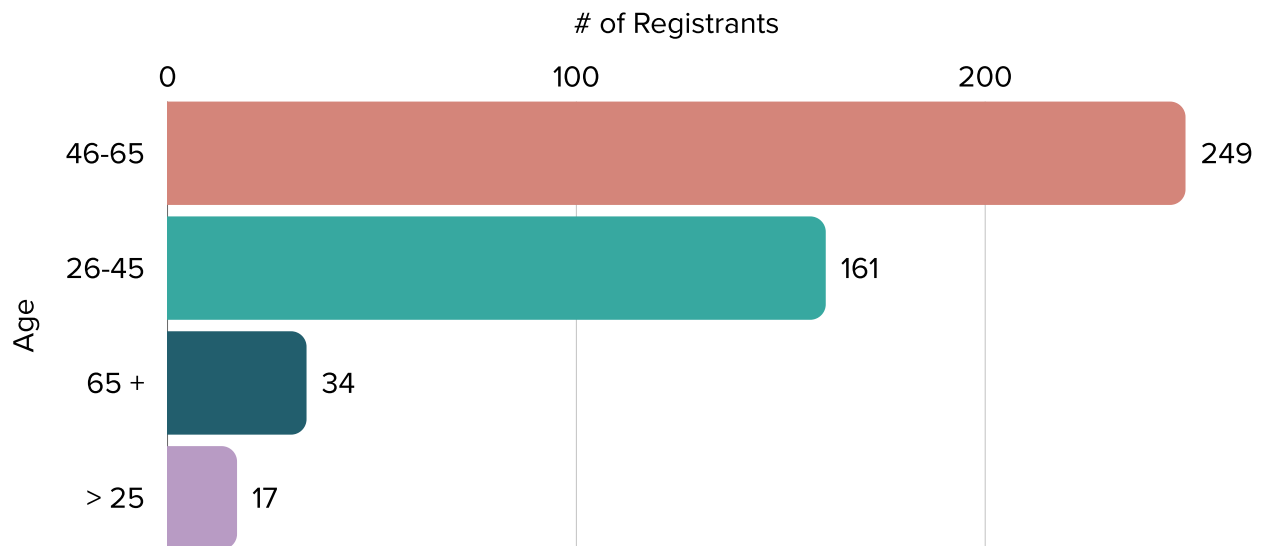


Registration Statistics

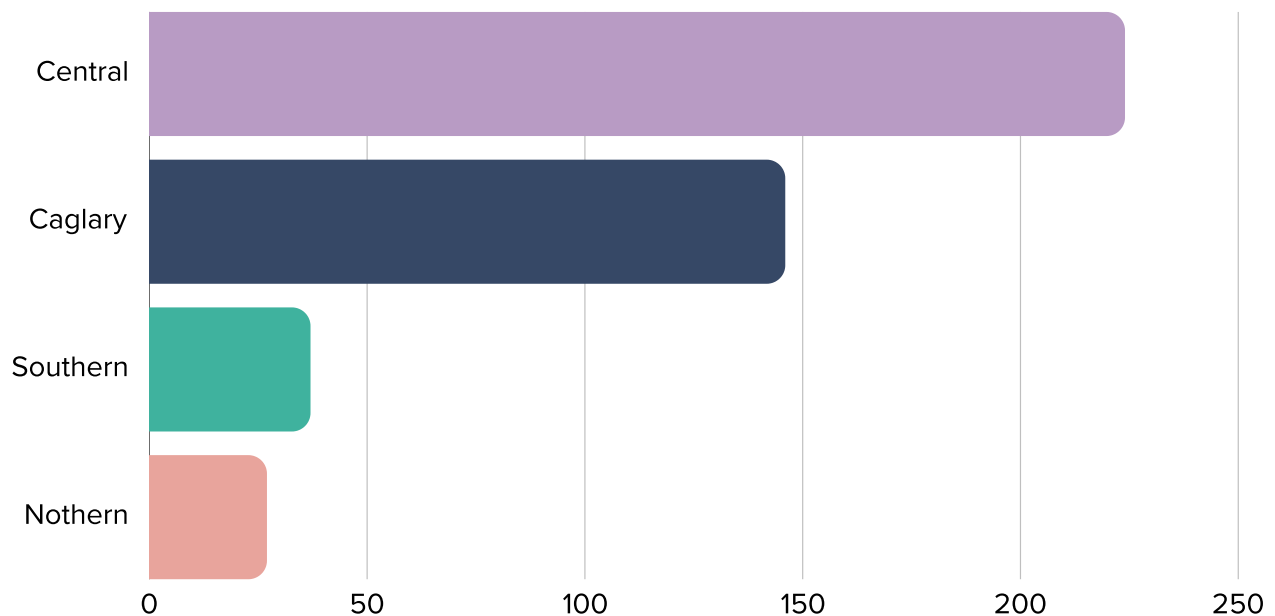
	2025	2024	2023	2022	2021
Dental Technologist	196	211	214	206	232
Dental Technologist Restricted Activities Authorization	66	62	63	62	63
Dental Technologist (conditions)	12	7	13	16	13
Dental Technician	165	166	176	174	166
Dental Technician - Restricted Activities Authorization	19	21	21	18	32
Dental Technician (conditions)	3	3	21	7	14
Educational Student	0	9	0	1	15
Total	461	479	508	484	535

Registration Demographics

Registrant Age Demographics



Practice Location





Continuing Competence Program

As part of its mandate, the CDTA enforces a mandatory Continuing Competence Program (CCP) to ensure members maintain and enhance their professional abilities.

Competence is defined in the HPA as the “combined knowledge, skills, attitudes, and judgment required to provide professional services.”

Continuing Competence Program

Registered Dental Technologists (RDTs) and Registered Dental Technicians (DTs) are required to demonstrate a commitment to continuing competence by meeting the requirements established in the Standards of Practice approved by the CDTA Council.

The Continuing Competence Program supports RDTs and DTs to achieve and demonstrate competence through the completion of continuing competence activities that align with the National Essential Competencies for Dental Technology Practice in Canada.

Continuing Competence Program Audit

Audits of the CDTA’s CCP were conducted during the summer following the transition to a two-year cycle effective October 1, 2023.

In accordance with the CDTA’s Audit Policy, participants were randomly selected based on the last digit of their registration number.

A total of 43 registrants were initially selected for audit. The outcomes are summarized below:

Audit Outcome	# of Registrants	Action / Status
Fully compliant	13	Confirmation letters issued
Achieved compliance within preliminary notice period	21	Brought into compliance within 30 days
Non-compliant after 30 days	9	\$50 fine issued and 14-day extension granted
Responded during 14-day extension period	4	Audits remained incomplete. Deadline extended to September 30 for review
Issued final notice (September 2)	5	\$100 fine issued and additional 7-day compliance deadline imposed
Subsequently fulfilled outstanding CCP requirements prior to renewal	5	Compliance requirements completed



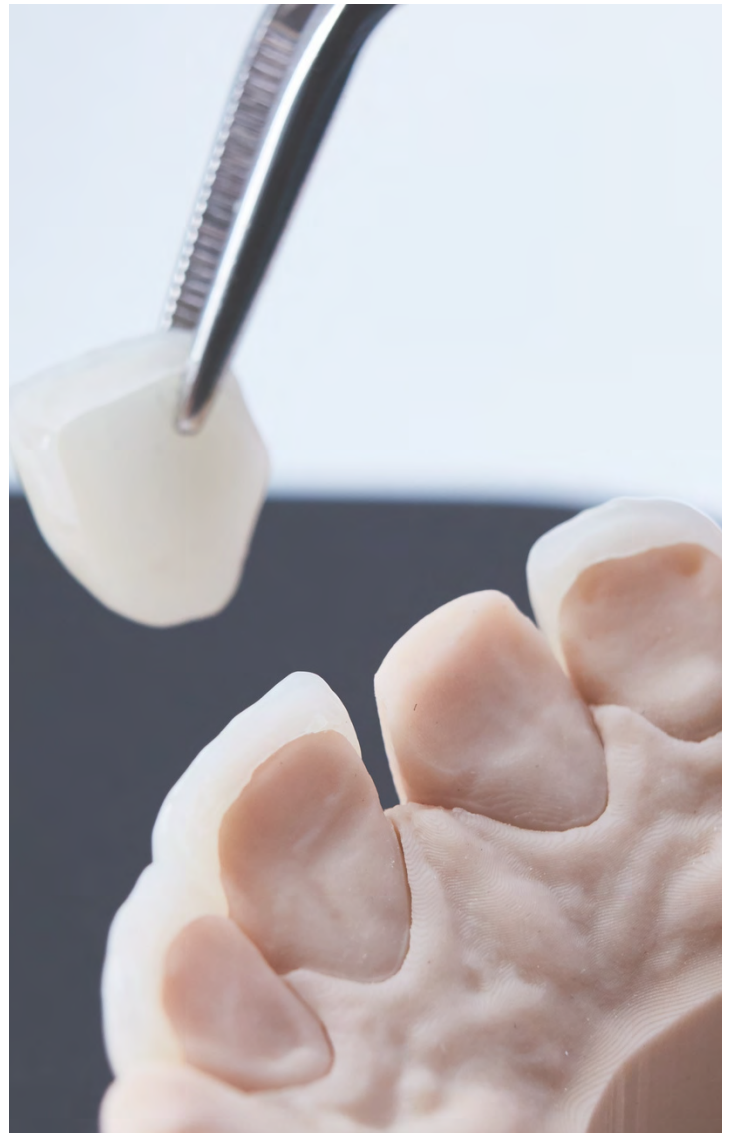
Continuing Competence Program

Required Learning

The CDTA required all regulated members on the general register to complete the mandatory online training program Protecting Patients from Sexual Abuse and Misconduct. Completion of the program became a registration requirement effective January 1, 2021.

Restricted Activities

NAIT is a vital educational partner to the CDTA, offering advanced training approved by the Council. This training supports RDTs and DTs in obtaining authorization to perform restricted activities under the Health Professions Act and the Health Professions Restricted Activity Regulation.





Professional Conduct and Complaints

Complaints, Hearings, and Patient Protection

Commitment to the Public Interest
The College of Dental Technologists of Alberta (CDTA) exists to protect the public by regulating the practice of dental technology under the Health Professions Act (HPA). A key part of this mandate is responding appropriately when concerns are raised about the conduct or competence of our regulated members.

Complaints involving Dental Technologists (RDTs) and Dental Technicians (DTs) are typically low in number. Unlike many regulated health professionals, RDTs and DTs do not usually provide direct patient care. Their work is primarily performed in laboratory settings, and they collaborate with dentists and other oral health professionals to fabricate dental prostheses and appliances. This limited patient interaction inherently reduces the likelihood of public-facing complaints.

That said, when complaints or information about potential non-compliance are received, the

CDTA takes its regulatory responsibility seriously and acts in accordance with Part 4 of the HPA, ensuring public protection while maintaining a fair and transparent process for members.

Complaint Process under the HPA

When a concern is brought forward, either through a formal complaint or information obtained through regulatory activities such as inspections, the CDTA follows the process set out in Part 4 of the HPA. Depending on the circumstances, the College may:

- Attempt informal resolution, where appropriate;
- Conduct a formal investigation into the matter;
- Consult subject-matter experts to support an informed and objective assessment;
- Dismiss the complaint if there is insufficient evidence or if the matter falls outside the College's jurisdiction; or
- Refer the matter to a hearing tribunal if the allegations are serious or unresolved through other means.

Throughout each step, the CDTA is guided by principles of fairness,



Professional Conduct and Complaints

transparency, and timeliness, reinforcing public confidence in the regulation of dental technology in Alberta.

Complaint Activity

While overall complaint volumes remain low, 2025 saw an increase in regulatory activity and resulting files. This increase was not driven by public complaints, but by proactive measures taken by the College.

The CDTA identified a small number of individuals continuing to practise without proper authorization, and one regulated member, who was acting as an employer and employing unauthorized individuals, contrary to the HPA.

Addressing unauthorized practice is a critical public-protection function, as it ensures that only qualified, registered professionals provide regulated services in Alberta.

Summary of Complaints (2025)

Number of Complaints	Disposition	Summary
1	Agreement & Undertaking	Unauthorized practice
1	Agreement & Undertaking	Unauthorized practice
1	Agreement & Undertaking	Employing unauthorized individuals

Hearings and Appeals

When a complaint proceeds to a hearing, it is reviewed by a hearing tribunal composed of both regulated members and public members appointed by the Government of Alberta. This balanced composition ensures decisions are informed by professional expertise while reflecting the public interest.



Professional Conduct and Complaints

The HPA also provides mechanisms for review and appeal when a party believes a decision is unreasonable, unfair, or based on an error. These safeguards are essential to maintaining confidence in Alberta's health-profession regulatory system. In 2025, the CDTA did not conduct any hearings.

Patient Protection – Sexual Abuse and Sexual Misconduct

In 2019, amendments to the HPA through Bill 21 strengthened

protections for patients from sexual abuse and sexual misconduct by regulated health-professionals. As part of these reforms, all health colleges were required to establish a Patient Treatment and Counselling Fund, which provides financial support to individuals who allege sexual abuse or sexual misconduct by a regulated member.

Although Dental Technologists and Dental Technicians generally do not provide direct patient care, the CDTA remains fully committed to these enhanced public-protection measures.

Year	Sexual Abuse	Sexual Misconduct	Funds Dispersed
2025	0	0	\$0



Audited Financial Statements

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA

FINANCIAL STATEMENTS

December 31, 2025

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INDEPENDENT AUDITOR'S REPORT

To the Members of College of Dental Technologists of Alberta

Opinion

We have audited the accompanying financial statements of College of Dental Technologists of Alberta, which comprise the statement of financial position as at December 31, 2025, and the statements of operations, changes in net assets, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of College of Dental Technologists of Alberta as at December 31, 2025, and the results of its activities and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit, in accordance with Canadian generally accepted auditing standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Bergeron & Co.

Bergeron & Co. Chartered Professional Accountants

June 15, 2026
Edmonton, AB

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
STATEMENT OF OPERATIONS
For the year ended December 31, 2025

	<u>2025</u>	<u>2024</u>
REVENUE		
Membership dues	\$ 360,377	\$ 359,065
Assessments, and other revenue (Note 7)	23,722	28,741
Educational revenue	<u>400</u>	<u>1,000</u>
	<u>384,499</u>	<u>388,806</u>
EXPENSES		
Wages and benefits	138,871	135,074
Subcontracting	102,301	30,539
Professional fees	84,679	23,624
Insurance	65,252	62,699
Examination expense	15,096	110
Interest and bank charges	7,941	7,902
Conferences and seminars (Note 9)	6,401	4,618
Office and general	5,472	5,402
Memberships and subscriptions	5,360	9,585
Rent (Note 8)	2,757	9,849
Telephone	1,834	2,045
Travel	1,368	2,684
Computer and Internet services	1,208	2,328
Education expenses	1,181	1,136
Advertising and promotion	744	637
Equipment rental	698	1,197
Amortization of tangible capital assets	695	993
Postage and courier	317	516
Repairs and maintenance	<u>-</u>	<u>94</u>
	<u>442,175</u>	<u>301,032</u>
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES	<u>(57,676)</u>	<u>87,774</u>
OTHER		
Gain (loss) on sale of assets	<u>-</u>	<u>(4,212)</u>
(DEFICIENCY) EXCESS OF REVENUES OVER EXPENSES	<u>\$ (57,676)</u>	<u>\$ 83,562</u>

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
STATEMENT OF CHANGES IN NET ASSETS
For the year ended December 31, 2025

NET ASSETS	Invested in capital assets	Unrestricted	Total 2025	Total 2024
Balance, beginning of year	\$ 2,319	\$ 936,361	\$ 938,680	\$ 855,118
(Deficiency) excess of revenues over expenses	<u>(695)</u>	<u>(56,981)</u>	<u>(57,676)</u>	<u>83,562</u>
Balance, end of year	<u>\$ 1,624</u>	<u>\$ 879,380</u>	<u>\$ 881,004</u>	<u>\$ 938,680</u>

See accompanying Notes to Financial Statements

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
STATEMENT OF FINANCIAL POSITION
December 31, 2025

ASSETS		2025	2024
CURRENT			
Cash and cash equivalents	\$	889,387	\$ 681,948
Term deposits (Note 3)		382,468	541,876
Interest receivable		13,247	20,157
Prepaid expenses		<u>1,358</u>	<u>51,002</u>
TOTAL CURRENT ASSETS		1,286,460	1,294,983
TANGIBLE CAPITAL ASSETS (Note 4)		<u>1,624</u>	<u>2,319</u>
TOTAL ASSETS	\$	<u>1,288,084</u>	<u>1,297,302</u>
LIABILITIES			
CURRENT			
Accounts payable and accrued liabilities	\$	28,845	\$ 12,332
Deferred membership revenue (Note 6)		<u>378,235</u>	<u>346,290</u>
TOTAL LIABILITIES		<u>407,080</u>	<u>358,622</u>
NET ASSETS			
Net assets invested in capital assets		1,624	2,319
Unrestricted net assets		<u>879,380</u>	<u>936,361</u>
TOTAL NET ASSETS		<u>881,004</u>	<u>938,680</u>
TOTAL LIABILITIES AND NET ASSETS	\$	<u>1,288,084</u>	<u>1,297,302</u>

Approved by the Directors:

_____, Director

_____, Director

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
CASH FLOW STATEMENT
For the year ended December 31, 2025

	<u>2025</u>	<u>2024</u>
OPERATING ACTIVITIES		
(Deficiency) excess of revenues over expenses	\$ (57,676)	\$ 83,562
Add (deduct):		
Charges to income not involving cash		
Amortization of tangible capital assets	695	993
Gain on disposal of assets	<u>-</u>	<u>4,212</u>
	(56,981)	88,767
Net change in non-cash working capital balances related to operations		
Trade receivables	765	(8,471)
Interest receivable	6,145	(6,622)
Prepaid expenses	49,643	(47,751)
Accounts payable and accrued liabilities	16,515	(7,583)
Deferred membership revenue	<u>31,945</u>	<u>825</u>
	<u>48,032</u>	<u>19,165</u>
INVESTING ACTIVITIES		
Purchase of investments	(382,468)	(541,876)
Proceeds from sale of investments	<u>541,876</u>	<u>352,728</u>
INCREASE (DECREASE) IN CASH	207,440	(169,985)
CASH, beginning of year	<u>681,947</u>	<u>851,932</u>
CASH, end of year	<u><u>\$ 889,387</u></u>	<u><u>\$ 681,947</u></u>

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
NOTES TO FINANCIAL STATEMENTS
December 31, 2025

1. PURPOSE OF THE NOT-FOR-PROFIT ORGANIZATION

The College of Dental Technologists of Alberta is constituted under the provisions of the Health Professions Act of Alberta. The purpose of the College is to regulate the profession of Dental Technologists and Dental Technicians in Alberta pursuant to the Act and Regulations of the Act, and to administer and manage the affairs of the College consistent with the Bylaws, Standards of Practice and Code of Ethics.

The College is a not-for-profit organization and is therefore exempt from income tax.

2. ACCOUNTING POLICIES

These financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Management's use of estimates

- a) The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the reporting date, and the reported amounts of revenues and expenses for the reporting period. Actual results could differ from these estimates. Significant financial statements items that require the use of estimates are as follows: useful life and amortization of tangible capital assets, accrued liabilities and deferred revenues. These estimates are reviewed periodically and adjustments are made, as appropriate, in the statement of operations in the year they become known.

Revenue recognition

- b) The organization uses the deferral method of accounting for contributions. Under this method, contributions restricted to expenses of future periods are deferred and recognized as revenue in the period when the related expenses are incurred.

Education, assessment and administrative revenues are recorded as revenue when received or receivable if it is measurable and when the collectability is reasonably assured.

Investment income, which is reported on an accrual basis, includes interest income.

Membership fees are recognized as revenue for the period in which it relates to.

Financial instruments

- c) Financial assets and liabilities are measured initially at fair value, except for certain related party transactions which are measured at carrying amount or exchange amount as appropriate. Subsequent measurement is at amortized cost.

Financial assets measured at amortized cost consist of cash and cash equivalents.

Financial liabilities measured at amortized cost consist of accounts payable and accrued liabilities.

Transaction costs related to financial instruments which are subsequently measured at amortized cost are included in the original cost of the asset and liability and recognized in income over the life of the instrument using the straight-line method.

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
NOTES TO FINANCIAL STATEMENTS
December 31, 2025

Financial instruments impairment

- d) Financial assets measured at cost or amortized cost are tested for impairment if there are indications of possible impairment. The amount of the write-down is recognized in net income. A previously recognized impairment loss may be reversed to the extent of the improvement, either directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment loss not been recognized previously. The amount of the reversal is recognized in net income.

Cash and cash equivalents

- e) Cash and cash equivalents are comprised of amounts on deposit at financial institutions and money market investments that are readily convertible to cash.

Tangible capital assets

- f) Purchased tangible capital assets are recorded at cost. Contributed tangible capital assets are recorded at fair value at the date of contribution. Amortization is recorded at the following rates, which have been established by estimates of useful lives. Additions during the current year are amortized at one-half their normal rates, and no amortization is taken in the year of disposition. Amortization expense is reported in the statement of operations.

Computer hardware	30% declining balance
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When a tangible capital asset no longer has any long-term service potential for the College, the excess of its net carrying amount over any residual value is recognized as an expense in the statement of operations.

Contributed materials and services

- g) Volunteers contribute many hours per year to assist the organization in carrying out its service delivery activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements. Contributed materials are recognized at their fair value.

3. TERM DEPOSITS

	<u>2025</u>	<u>2024</u>
Current		
Guaranteed investment certificate, maturing on May 11, 2026, bearing interest at 2.25%	\$ 382,468	\$ -
Guaranteed investment certificate, maturing on May 10, 2025, bearing interest at 4.25%	-	366,876
Guaranteed investment certificate, maturing on September 19, 2025, bearing interest at 3.40%	-	175,000
	<u>382,468</u>	<u>541,876</u>

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
NOTES TO FINANCIAL STATEMENTS
December 31, 2025

4. TANGIBLE CAPITAL ASSETS

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	
			<u>2025</u>	<u>2024</u>
Computer hardware	\$ <u>10,188</u>	\$ <u>8,564</u>	\$ <u>1,624</u>	\$ <u>2,319</u>
	\$ <u>10,188</u>	\$ <u>8,564</u>	\$ <u>1,624</u>	\$ <u>2,319</u>

5. CREDIT FACILITIES

The College Has arranged for an operating line of credit with TD Bank authorized to \$50,000. The line of credit is secured by a General Security Agreement with TD bank. Interest is payable monthly on any outstanding balance at bank prime plus 3.00%.

The lender's prime as at December 31, 2024 is 4.45%.

The College has two credit card facility agreement authorized to \$5,000 each, bearing interest at 19.99%.

6. DEFERRED MEMBERSHIP REVENUE

	<u>Opening</u>	<u>Funds received</u>	<u>Funds used</u>	<u>Ending</u>
Membership dues	\$ <u>346,290</u>	\$ <u>392,322</u>	\$ <u>360,377</u>	\$ <u>378,235</u>

7. INTEREST, ASSESSMENTS AND OTHER INCOME

	<u>2025</u>	<u>2024</u>
Interest income	\$ 15,402	\$ 20,770
Fines	8,220	7,971
Late fees and penalties	<u>100</u>	<u>-</u>
	\$ <u>23,722</u>	\$ <u>28,741</u>

8. LEASE COMMITMENTS

The College has entered into a cost-sharing agreements for office premises expiring on March 31, 2027 for a total amount of \$1,723. Minimum lease payments for the duration of the lease are as follows:

2026	\$ 1,378
2027	<u>345</u>
	\$ <u>1,723</u>

COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA
NOTES TO FINANCIAL STATEMENTS
December 31, 2025

9. RELATED PARTY TRANSACTIONS

Members of the executive council and manager have received honoraria totalling \$1,811 (2024 - \$2,652).

These transactions were made in the normal course of business and were measured at the exchange amount which is the amount established and agreed to by the related parties.

10. FINANCIAL RISKS

The College is exposed to various risks through its financial instruments. The following describes the exposures to those risks, how they arise, any changes in risk exposures from the previous period, and any concentrations of risk.

Credit risk:

Credit risks arise from its cash and cash equivalents. Cash and cash equivalents are deposited with reputable, major financial institutions to limit the credit risk exposure.

Interest rate risk:

The College is exposed to interest rate risk with respect to the following financial instruments: cash and cash equivalents. Changes in interest rates can affect the fair value of investments and the cash flows related to interest income and expense.

11. COMPARATIVE INFORMATION

Certain corresponding figures have been reclassified to conform with the current year's presentation.



COLLEGE OF DENTAL TECHNOLOGISTS OF ALBERTA



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